

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

<b>What is the proposal?</b>	
Name of proposal	Provide a different model of Pest Control Services for vulnerable people via commissioning.
Please outline the proposal.	As above
What savings will this proposal achieve?	TBC but in the region of £20K
Name of Lead Officer	Patsy Mellor/Nick Carter

<b>Could your proposal impact citizens with protected characteristics?</b> (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
NA
Please outline where there may be significant negative impacts, and for whom.
Pest control offers a free service for people on out of work benefits and pension. People on low incomes may be less inclined to deal with pest control issues if they cannot afford an intervention.

<b>Could your proposal impact staff with protected characteristics?</b> (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.
NA
Please outline where there may be negative impacts, and for whom.
The staff team have a diverse workforce and there is a potential to lose 9 posts

<b>Is a full Equality Impact Assessment required?</b>	
Does the proposal have the potential to impact on people with protected characteristics in the following ways: <ul style="list-style-type: none"> <li>• access to or participation in a service,</li> <li>• levels of representation in our workforce, or</li> <li>• reducing quality of life (i.e. health, education, standard of living) ?</li> </ul>	
Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.	YES

Service Director sign-off and date:

Equalities Officer sign-off and date: 4/10/2016

Anne James- Equality and Community

Cohesion Team Leader